



### *Elements of Professionalism*

- Performance, cont'd...
- Capacity for Self-Enhancement
  - Continuing education... not just in the subject... but enhancing skills and abilities.
  - Liberal Arts Education
    - Leads to innovation
  - Personal Growth
    - Stress and Burnout inoculation.

### *Conceptual (20-2)*

- A profession must state and define its mission and foundations of practice
- The definition may not be congruent with the realities of practice
- Evolving societal needs also affect the mission of a profession:
  - Including public perception of mission and purpose

### *Performance Characteristics (20-3)*

- Mastery of theoretical knowledge
- Capacity to solve problems
- Use of practical knowledge
- Self-enhancement

### *Collective Identity (20-4)*

- When do individuals become a group?
- When do individual victim practitioners become a movement?
- When does a movement become a profession field?
- WHEN THEY SAY THEY DO
- Self-actualization
- When they begin to think of themselves and their work in the context larger than themselves.

### *Collective Identity*

- Creation of Subculture
  - Self-actualization.
  - Share philosophy on issues.
  - Share language
  - Shared experiences
    - Tails from the trenches
  - Shared socialization
  - Clarified and promotes the nature and role of individual service providers and thus the entire field.

### *Collective Identity*

- Formal training
  - Pre-service programs – University based
  - Profession-based – Organizations or Agencies
  - Continuing – NVAA, State Conferences, etc.
- Creates consistency of service
- Shares best ideas and promising practices across the field.
- Helps enhance professional skills and abilities

- **Credentialing**
  - Certification
  - Licensing
- **Establishing a minimum set of skills and level of knowledge relevant to the profession.**
  - OVC Project –conducted here in SC

### *Collective Identity*

- **Legal reinforcement**
  - Establishes legal standards that establish and protect the interests of professionals in the field.
  - Client/Counselor confidentiality
  - Immunity
- **But still very few to date.**

### *Collective Identity*

- **Public acceptance**
  - Public Recognition and acceptance of the profession.
    - Do they know who we are?
    - Do they know what we do?
    - Do they value what we do?
- **Ethical practice**
  - Standards of ethical conduct.
    - Profiting at victims expense
    - Zealous representation of victims interests.
    - Conflicts with other professional mandates?

### *Barriers to Professionalism (20-8)*

- **Conflicts among various entities regarding consensus of mission or purpose**
- **Fragmentation of the field**
  - Are you a barer... of victims right and interests?
  - A you a barrier... (another obstacle to victims)
  - Are you burier... (is your work counter-productive)
- **Lack of occupational identity**
  - Professionalism or parish
- **Need for collaboration, not competition**
  - If what unites is more important than what divides us, way are we so divided.

### *Knitzer: Defining “Advocacy”*

- **Advocacy assumes that people have, or ought to have, certain basic rights.**
- **Advocacy assumes that rights are enforceable by statutory, administrative, or judicial procedures.**
- **Advocacy efforts are focused on institutional failures that produce or aggravate individual problems**

### *Knitzer: Defining “Advocacy” (cont.)*

- **Advocacy is inherently political.**
- **Advocacy is most effective when it is focused on specific issues.**
- **Advocacy is different from the provision of direct services.**